

10-7-1987

The UCF Report, Vol. 10 No. 08, October 7, 1987

University of Central Florida

Find similar works at: <https://stars.library.ucf.edu/ucfreport>
University of Central Florida Libraries <http://library.ucf.edu>

This Newsletter is brought to you for free and open access by the University Archives at STARS. It has been accepted for inclusion in The UCF Report by an authorized administrator of STARS. For more information, please contact STARS@ucf.edu.

Recommended Citation

University of Central Florida, "The UCF Report, Vol. 10 No. 08, October 7, 1987" (1987). *The UCF Report*. 320.
<https://stars.library.ucf.edu/ucfreport/320>



◆ UCF REPORT

Volume 10, Number 8

For Faculty and Staff

October 7, 1987

Faculty Assembly

Fall, 1987

(Following is the address given by Provost Richard Astro to the Faculty Assembly on Sept. 28, 1987)

It is with pleasure that I greet you in this, the 1987-1988, academic year. I hope that you have had a pleasant and relaxing summer, that your fall classes are off to a good start, and that you are ready and eager to meet the many challenges which lie ahead. Those challenges are several and varied and they furnish us with the opportunity to advance our University to that next level of quality in our continuing climb toward greatness.

It has been a year since I addressed you last. At that time, as you may recall, I had been on campus only a few short weeks. I spoke to you then about my initial impressions, general hopes and aspirations, and about how much I had to learn. And learn I did. Indeed, thinking back over my career as a whole, I can say unequivocally that I have never learned so much in so short a time. And what I have learned has helped me develop an agenda I feel it is important for my staff and I to pursue as we work with and for you in the months ahead. It is that agenda that I want to share with you today.

To develop a useful agenda, one needs good advice, sound guidance. My first challenge, therefore, was to gather a staff who, with me, could address your needs, solve our problems. That's done now... and I think we have assembled as fine an academic affairs office as exists in the SUS, or anywhere else for that matter.

I must preface my remarks with two caveats. First, no single person, particularly a provost, is omniscient and has all the answers. I'm not certain I even know all the questions -- though I have developed a good sense of most of them. And so my agenda needs your advice, your guidance, your support. Second, we are, as you know, in the final stages of a university-wide planning process. By mid-December I will have the results of a year of deliberation and debate on an academic plan for UCF by 30 of our most able faculty and administrators. Certainly, the agenda I am presenting now will have to be integrated into whatever plan of action emerges from the planning document. I am sure the recommendations of that committee will lead to initiatives which will be comprehensive and far-reaching.

Finally, let me say that I am pleased to have this opportunity to share my thoughts with you. One of the less than satisfactory conditions of a provost's job is the distance between the person and the faculty whose concerns the provost must address. As a consequence, views and the actions which result from those views can be easily misinterpreted and misunderstood. This is a particular problem in instances where new initiatives are undertaken or where old things are being done in new ways. Lack of familiarity causes concern. There must be opportunities to air those concerns and, when necessary, to change course.

Let me speak to one such instance which occurred during the past month or two. I refer to the concern that has arisen in some quarters about the academic budget and about supposed cuts in that budget which, if unchecked, will inflict serious hardship on us all. Now the fact is that there was a reduction, mandated by the legislature, in all university out-of-state travel budgets which had to be made from expense lines. To do otherwise would have been to violate state regulations. Actually though, these cuts were fairly small. What really caused concern about the budget was the fact that we departed from prior practice in allocating monies to departments and colleges. Equipment monies are being allocated on the basis of need from requests submitted by deans and program directors. In fact, the total OCO allocations to the five colleges will more than double from \$335K in 1986-1987 to over \$750K this year. We modified the process of making OPS budget allocations so we could determine funding needs for the spring semester which will be met before University "specials" are approved for funding. And undergraduate enhancement lines, funded by the legislature, are being allocated on the basis of total program need, not simply by the numbers.

The result of this change in the budgetary process, developed by my staff and by me in close consultation with John Bolte has been to increase, not decrease, the total allocation to the five colleges. Greater needs will be met, larger financial problems solved. Yes, the travel budgets had to be reduced. But our overall budgetary situation is marginally better, not worse. Our allocation system has changed and will change even more next year.

Funds must be deployed so that they will do the most good. What too many of you lacked about all this was clear information. You'll have that information from this moment forward!

I believe that we need a means to discuss those matters which are most important to us all. Hence, I will prepare an "Academic Affairs Report" which will be sent bi-monthly to faculty and staff, and I'm organizing an "Academic Affairs Forum" which will meet bi-monthly where we can talk freely and informally (not to each other, but with each other) about matters of mutual interest and concern. The first forum will be held in late October. The precise date, time, and location will be announced soon.

And now on to the matters at hand... and there are three of them.:

1. Academic Budgeting
2. Undergraduate Education
3. Research Development

I. ACADEMIC BUDGETING --

Let me begin by offering the observation that a budget without anything to spend it on is as useless as a program without a budget. This is to say that a budget is a

(Continued on Page 4)

Student Financial Aid joined with functions of Admissions Office

Financial Aid, effective Oct. 1, was transferred to Undergraduate Studies to become a part of the Registrar's and Admissions Office.

The function had formerly been under the Office of Student Affairs. President Trevor Colbourn predicted better student service and economy of operation by having the same personnel handle admissions and financial aid.

The majority of students seeking information about the University want to know how they can be admitted and how much financial aid they will receive. They formerly had to go through two different offices to get their answers.

Each office maintained its own data base and computer support staff. As the functions merge, the possibility of combining the financial system with the student records system is being studied.

Recruitment of minority and honor students can be simplified. Counselors are to be trained in both admissions and financial aid in order to provide more expedient and knowledgeable answers concerning scholarships, admissions criteria and the various types of financial assistance available.

Time lag between receiving applications and sending award letters (for aid purposes) and the admissions acceptance let-

ters should be shortened considerably, the president said.

A larger pool of qualified counselors and staff will allow the office to respond to state and federal mandates in a more efficient manner. The increased staff will allow the shifting of personnel resources to meet the immediate needs of the University.

The recruitment efforts of the University will be enhanced by the addition of the eight Financial Aid counselors who are now involved in this activity. A central tracking system can be used for both admissions and financial aid follow-up and decision information.

Having Financial Aid in the Academic Affairs area enhances coordination of scholarships, out-of-state tuition waivers and other student fee fund revenues with the academic areas of the University.

The savings in postage and printing should also be considerable, Colbourn said.

Golf tourney first event of Homecoming

Homecoming is a football game--and a whole lot more.

UCF's Fighting Knights take on the Northwest Missouri State Bears in the Citrus Bowl on the afternoon of Oct. 24, but it takes a week of special events to lead up to that climax.

The first event is the eighth annual "Duffer's Delight" golf tournament to take place at Deer Run Country Club on Saturday, Oct. 17. The \$25 tab includes lunch and prizes.

Reservations for the tournament should be placed with Doris, x2233, by Oct. 13. Scramble rules apply and tee time is between 11:15 a.m. and 12:30 p.m.

The UCF Forum Quarterly luncheon will be held in the downtown Harley Hotel at noon on Wednesday, Oct. 21. The \$10 tab includes lunch, free garage parking and the talk by Pat Clarke, Channel 9 sports director. For reservations call Doris, x2233, by Oct. 19.

Other Homecoming highlights will appear in the Oct. 21 issue of The UCF Report.



SHELLEY B. LINES

University names training manager

Shelley B. Lines, who holds degrees from Montana State and Florida Southern in education and management, has been named UCF's training manager. She will work within the Office of Human Resources.

Lines joined UCF last April in career and placement counseling to students and alumni. Previously she served as personnel administrator for The Transportation Group, Inc. of Orlando and also as an assistant vice president and training director of Barnett Bank of Winter Park.

Training of UCF employees, she said, will be directed toward specific areas of the University, depending on need and analysis in line with the University's objectives.

Thanks to you...
it works...
for ALL OF US



United Way

GRANTS AVAILABLE

IMPORTANT REMINDER - Proposals for the Florida High Technology and Industry Council's Applied Research Grants Program are to be submitted to DSR by Oct. 9 (Friday). Further information concerning ongoing developments are available from DSR.

BIOMASS AND WASTE TECHNOLOGIES IMPROVEMENT PROGRAM - (State of Florida-Governor's Energy Office) Projects are solicited for feasibility and design studies for biomass and waste combustion, anaerobic digestion and fermentation projects to be implemented within the State of Florida. Projects that seek to solve environmental problems related to agriculture, industry and municipal wastewater in Florida are especially solicited. Due Oct. 30.

BUSINESS AND INTERNATIONAL EDUCATION PROGRAM (USDOEd) - Matching grants are available to: (1) Increase and promote the nation's capacity for international understanding and economic enterprise through the provision of suitable international education and training for business personnel in various stages of professional development, and (2) Promote institutional and noninstitutional education and training activities that will contribute to the ability of United States business to prosper in an international economy. Examples of related programs include:

- (a) development of area studies programs and interdisciplinary international programs;
- (b) research for and development of specialized teaching materials, including language materials and facilities appropriate to business-oriented students;
- (c) establishment of student and faculty fellowships and internships for training and education in international business activities;
- (d) development of research programs on issues of common interest to institutions of higher education and private sector organizations and associations engaged in or promoting international economic activity. Due Nov. 9.

"THE COMPREHENSIVE PROGRAM OF THE FUND FOR THE IMPROVEMENT OF POSTSECONDARY EDUCATION (FIPSE)" (USED)

- The secretary supports a broad range of programs that seek to improve postsecondary education. (1) Ensure that undergraduate curricula provide the knowledge and skills which an educated citizens needs, including knowledge of our intellectual and cultural heritage; (2) ensure that recent increases in access to postsecondary education are made meaningful by improving retention and completion rates without compromising program standards; (3) improve the quality of undergraduate education by raising academic standards for the bachelors degree, strengthening the liberal arts component of undergraduate professional programs, and recognizing and rewarding outstanding undergraduate teaching through hiring, tenure and promotion policies, and (4) reform the education of school teachers by making it easier for able people to qualify as teachers who have earned degrees in fields other than education. PREAPPLICATION DUE: Nov. 16.

For further information, please contact Bruce Furino, x2671.

FLU SHOTS

Staff and faculty may get flu shots at the Student Health Center for a fee of \$5.

Director John Langdon advises that anyone allergic to eggs or gentamycin or with a history of Guillain-Barre Syndrome should not take the vaccine.

Official memorandum

Publication of these memoranda and announcements about University policy and procedure constitutes official notice to faculty and staff.

To: All Faculty Members
Academic Deans
Department Chairs
From: Frank E. Juge
Associate Vice President for Academic Affairs
Subject: Revised Tenure/Promotion Schedule 1987-1988

The Tenure/Promotion schedule has been changed to provide candidates the full period of five or seven days response time as appropriate.

It is also important to note that, following the beginning of the evaluation process, if ANY material is added to a candidate's file, a copy of the added material shall be sent to the candidate who may within five calendar days respond. During all phases of the review process as scheduled below, please adhere to this procedure unless otherwise specified.

THE SCHEDULE AS IT APPEARS BELOW SUPERSEDES THE ONE PUBLISHED ON AUG. 25, 1987 IN THE TENURE/PROMOTION FALL SUPPLEMENT.

REVISED TENURE/PROMOTION SCHEDULE 1987-1988

Thu, September 3, 1987:
Tenure/Promotion reviews requested from outside experts (due October 5).

Thu, October 1, 1987:
Tenure/Promotion application file completed, ready for processing by Department Chair.

Mon, October 5, 1987:
Due date for outside reviews.

Wed, October 7, 1987:
Tenure/Promotion Evaluation file (with outside reviews) transmitted by Department Chair to Department Evaluation Committee.

Thu, October 15, 1987:
Tenure/Promotion - Department Evaluation Committee report submitted to Department Chair.

Tue, October 20, 1987:
Tenure only - Department Chair completes VI. A-D of AA-18.

Wed, October 21, 1987:
Tenure only - Department Chair sends written notification of Department Evaluation Committee recommendation, and provides candidate with opportunity to review and respond to both the Department Evaluation Committee report (and sign it) and the Department Chair's responses to VI. A-D. of AA-18. (Candidate's responses are due within 7 calendar days.)

Promotion only - Department Chair sends written notification of Department Evaluation Committee recommendation, and provides candidate with opportunity to review, sign (AA-16) and respond. (Candidate's response is due within 7 calendar days.)

Mon, October 26, 1987:
Tenure only - Department Chair/Dean conducts a secret poll of the tenured members of the department/college, and records the vote in VI. E. of AA-18.

Tue, October 27, 1987:
Promotion only - Department Chair formulates recommendation VI. A-F (E. not required for promotion) of AA-18.

Tenure only - Department Chair completes VI. F. of AA-18 (Chair's recommendation and comments).

Wed, October 28, 1987:
Promotion only - Department Chair advises candidate by letter of chair's responses VI. A-F (AA-18) and requests candidate's signature. (Candidate's response is due within 5 calendar days.)

Tenure only - Department chair by letter notifies candidate of

a. vote of tenured faculty in department/college

b. sends candidate chair's recommendation and comments; and

provides candidate with opportunity to review a. and b., and sign page 10 of AA-18. (Response to this phase of the review process is due within 5 calendar days.)

Mon, November 2, 1987:
Tenure/Promotion - Department Chair to Dean.

Wed, November 4, 1987:
Tenure/Promotion - Dean to College Committee.

Mon, November 30, 1987:
Tenure/Promotion - College Personnel Committee report to Dean.

Tue, December 1, 1987:
Tenure/Promotion - Dean notifies candidate by letter of College Personnel Committee report, providing candidate with opportunity to review, sign (AA-16), and respond. (Response is due within 7 calendar days.)

Mon, December 7, 1987:
Tenure only - Dean formulates recommendation VII. A & B of AA-18 sends a copy with transmittal to the candidate, and requests candidate's signature. Response is due within 7 calendar days. (Copy sent to Department Chair.)

Promotion only - Dean formulates his recommendation VII. (page 11, AA-18), sends a copy with transmittal to the candidate and requests candidate's signature. Response is due within 7 calendar days. (Copy of notification sent to Department Chair.)

Tue, December 8, 1987:
Deadline for candidate's response to College Committee's recommendation.

Mon, December 14, 1987:
Deadline for candidate's response to Dean's recommendation VII of AA-18.

Mon, January 4, 1988:
Tenure/Promotion - Dean forwards files to Richard Astro, Provost. (Support documents to be stored by the Dean and made available to authorized reviewers.)

Wed, January 6, 1988:
Tenure/Promotion - To University Personnel Committee to commence review.

Thu, January 28, 1988:
Tenure/Promotion - University Personnel Committee sends recommendation, and provides candidate with opportunity to respond. Response is due within 5 calendar days. (Copy of notification sent to Dean and Department Chair.)

Tues, February 2, 1988:
Deadline for response from candidate to UPC notice.

Mon, February 8, 1988:
UPC to Provost Astro.

Wed, February 24, 1988:
Tenure/Promotion - Provost Astro to President Colbourn.

Tue, March 15, 1988:
Tenure/Promotion - President Colbourn to Vice President Astro.

Thu, March 24, 1988:
Tenure to Board of Regents for May meeting.

Fri, April 29, 1987:
Promotion notices.

Employee of the Month

Henry Denard's work is a moving experience

It's an earth-moving experience when "Bebop" Denard goes to work.

Henry Denard Sr., Employee of the Month for October, is THE heavy equipment operator for the UCF Grounds Department. He's the only employee with that title.

When a vast hole in the ground is called for to uncover a leaking heat and air supply line, Denard is the man who runs the machine that moves the earth. When a tree dies on campus he gets to push it over with his big front-end loader.

There isn't, however, need for the use of heavy equipment every day. That's when Denard exhibits what his superintendent, J. C. Hicks, describes as his "very cooperative attitude. He'll pick up trash, work with plants, or do whatever we need at the time," Hicks said, adding, "The University needs more employees like Henry."

Denard summarizes his lifelong attitude that goes along with a familiar smile. "Whatever the job is I just go to work because I have a family to support." His constant good humor invites banter from coworkers who tag him with nicknames. He likes "Bebop" the best.

Denard started life on an Alabama farm and when hardscrabble got too hard found a job in construction. As an oiler of heavy equipment he had to learn basic operations in order to get the machines warmed up and ready to go in the morning. Operators liked him and showed him what he needed to know to move into the driver's seat.

In 1952 he migrated to Florida and a short time later moved to Oviedo where he has lived ever since. In 1974 he parked his celery-hauling truck and became one of Hicks's grounds crew. His talent with heavy equipment emerged when a vacancy occurred and he became the No. 1 operator. Gerry Prusinski is rated as an equipment operator without the "heavy" designation, but Denard doesn't mind sharing his position, living his philosophy that he's ready to work wherever he's needed.

He and wife Annie Pearl have five children, starting with Henry Jr., 37, who operates an Oviedo grocery that was in his wife's family, to Reshard, age 7, who lives at home and keeps his parents young. In between there are Charles, 35, an electronics technician at Emory U.; Betty Jean, 33, a secretary in Jacksonville, and Shirley Ann, 25, who works for a savings and loan in Oviedo. There are also six grandchildren.

With Reshard still to raise, Denard puts the idea of retirement far off into the future. And since his superintendent regards him as very valuable, Denard can plan on continued employment at UCF. Full time fishing will have to wait.



HENRY DENARD, VETERAN HEAVY EQUIPMENT OPERATOR
...Employee of the Month has an exclusive job description

Computer delivers homework and gives the student receipt

A bit of computer software wizardry developed on campus is making it possible for UCF students to turn in homework electronically--timed, documented and receipted.

Today, this can be done from any of five buildings on campus where personal computers are already tied together through LAN (Local Area Network). Tomorrow it may be done from off campus via a telephone modem.

Homework Submission System was thought up by Dr. Hale Pringle, associate director of Computer Services. Students and staff developed details and the system is functioning for the first time this term on an experimental basis.

"Because we are able to provide a coded receipt that could not be easily forged faculty are willing to accept homework submitted in this way," Pringle said.

Computer Science and Engineering are best prepared for the system, but as it proves its worth, other disciplines will also adopt it, he predicted.

Computer Service's Instruction and Research staff has developed other aids to make the Local Area Network more useful. Faculty and students may type "HELP" to access a menu with a variety of options. The HELP menu allows immediate access to a directory explaining the computer's operating system commands (DOS), LAN operating system commands, a tutorial system, narrative software packages about UCF's LAN system and the Florida Computer Crimes Act.

Latest improvements to LAN were on display for the campus community during the center's open house, along with demonstrations of the latest in PC software and hardware.

Theatre year opens Oct. 15 on six shows

The 1987-88 UCF Theatre season is marked by a variety of productions from Ibsen's "Hedda Gabler" to Langston Hughes' "Tambourines To Glory" and "The Ice Wolf," by Joanna Kraus.

In addition to the regular schedule, there will be a season extra on Feb. 14, when the UCF Theatre, in cooperation with Valencia Community College, presents "The Dybbuk," by S. Ansky for one performance by the National Theatre of the Deaf.

The curtain will rise Oct. 15 for seven performances of Ibsen's modern classic in the Black Box. UCF students then will produce and perform in "Studio E," Nov. 20 and 21 in the Black Box.

"Orchesis V," a dance program featuring choreography and performance by UCF students and staff, will be presented at 4 p.m. Dec. 3 and again at 8 p.m. Dec. 4 in the Black Box.

There will be five performances of Hughes' poetic tribute to the human spirit beginning Feb. 3 in the main auditorium. The tale of gospel singing, storefront religion, commercial evangelism, temptation and redemption, will be presented in cooperation with the UCFChoir.

"The Ice Wolf," which begins March 24 in the auditorium for nine performances, will feature several early performances to encourage attendance by families with young children. The times are available by calling the box office at x2862 between 10 a.m. and 3 p.m. weekdays.

Also available are ticket prices, which vary for the different productions. Reserved season tickets are \$20. There is also a special membership package at \$100 which includes two season tickets and complimentary tickets for guests.

DO YOU KNOW?

The campus Library offers access to materials in other libraries around the globe. Through Interlibrary Loan Unit (ILL) almost 9,000 transactions were made in 1986-87, the UCF staff lending and borrowing books and exchanging photocopies with U.S. and overseas libraries. Exchanges were with such diverse locations as Sweden and New Zealand, Hungary and Singapore. Closer to home, there's FLIN (Florida Information Network), linking public, academic, private and special libraries.



Newcomers

find welcome

At the outset of each fall term the Women's Club hosts a coffee to welcome new women to the UCF community, whether they are employees, or wives of employees. Club President Penny Rice (second from left) shows newcomers (from left) Nathalie Gross, Peggy Morgan and Lu Sweeny a scrapbook of club achievements.

The best way to cheer yourself up is to cheer somebody else up.

Mark Twain

Faculty Assembly *Fall, 1987*

(From Page 1)

tool; it is a means to an end. And for us, the end is the project or the program -- the course taught, the research accomplished, the service provided. And our task as those who manage academic budgets in the complex and complicated bureaucracy of the State University System is to find ways, appropriate ways, to make legislated dollars serve our academic ends most effectively. That is not always easy. The line item cut in out-of-state travel, for example, simply could not be finessed away.

Then there is the special appropriation -- often ballyhooed by the appropriator -- which results in special funding for particular projects or programs and creates in the public mind an impression of prosperity on campus. Planning monies for an arts complex, renovation funds for the Health Physics Building, and funds from the Florida High-Technology Council for the expansion of research activities in our centers and institutes are good things for UCF. We are grateful for this support. But those funds cannot be used to reduce class size or to restore travel funds. Hence, we must make it clear to all who care just how we are funded and for what. And then we must then use all our ingenuity to allocate as many dollars as possible into ongoing academic functions in our five colleges and cross-collegiate programs.

That is our highest priority in academic affairs this year. We will rebudget all academic programs by assessing the current status of the budget for each program and then making whatever adjustments are necessary to move toward adequate funding levels for those where current levels are clearly inadequate. To do this will require that some difficult decisions be made. A dollar allocated one place has to come from somewhere else. And it is not at all clear that that "somewhere else" will be Tallahassee. We will seek your involvement so that decisions are made on the basis of shared values and assumptions about who we are and where we're going.

Here are what I believe are some reasonable ground rules as we begin the budgeting process:

1. Precedent is useful but not sacred. Formulae, useful as they may be and have been, must be re-examined to determine their efficacy. Where they work well, they should be retained; where they are less than satisfactory, they should be altered or perhaps eliminated. Certainly, they must not take on lives of their own. They must be continually reviewed and revised to insure that they aid and do not hamper the allocation process.

2. I am requesting great restraint on all new program development in cases where funds for new programs would have to be generated internally. We simply cannot do more with less. Where new programs are accompanied by new funding exclusively for those programs, we should proceed with our planning but more cautiously than usual. It is not unheard of to develop a program with the promise of external funding, only to find out that funding inadequate after the program planning is complete and the new program approved. And by that time, of course, so much momentum has been generated for the new initiative that one's options are limited.

3. While the central objective of this rebudgeting process is an equitable distribution of salary, expense and equipment funding, equity does not mean uniformity. There is a great variation among activities within our five colleges, and even within colleges, program costs differ dramatically. And our real task is to gather accurate information about the cost of each program and budget each properly. One can easily and thoughtlessly pass along increases or to levy cuts equally to every affected unit. You may not make enemies doing this over the short run, but you don't solve many problems either. And generally you hasten a general malaise which, once in evidence, is difficult to correct. You hired me, and I have assembled a very able staff, to work with you to shape, to guide, to direct the development of academic affairs at the University of Central Florida. With your guidance, we will make choices about choices. We must decide what is central and not peripheral to our academic enterprise.

4. The rebudgeting process depends upon our ability to gather and evaluate clear, useful information. And the degree to which that information is useful depends upon the willingness of all budget managers to share information openly and freely. Some may be thinking that there is risk involved: to lay oneself bare is to render oneself vulnerable. But there is a greater risk in not participating. We need a budgeting system which works -- which adequately matches dollars with programs.

II. UNDERGRADUATE EDUCATION --

High quality undergraduate education is and must always be the top priority at UCF. This is not to say that the act of teaching a good class is intrinsically more valuable than writing a good article, teaching an excellent graduate seminar, conducting a good experiment, painting a good portrait. It is to say that without good undergraduate teaching, those other activities lose some of their value.

I have read with great interest the excellent report of the ad-hoc Committee on Undergraduate Teaching. It is insightful, to the point, and its recommendations are carefully considered suggestions aimed at measurably improving the quality of undergraduate education at UCF. I encourage you to review the report at your convenience. We are making copies available at the office of all academic deans, area campus directors, and senior administrative officers.

At this juncture, I am recommending that we implement the following committee recommendations:

1. College deans and chairpersons must provide academic leadership to all undergraduate teaching programs. At the same time, I will ask Dean Micarelli to appoint (in consultation with the college deans and the chair of the Faculty Senate) and to chair a university-wide standing Committee on Undergraduate Education.

2. Funds will not be diverted to new programs from continuing undergraduate efforts without the full concurrence of the involved faculty. And the approval of all new programs will be characterized by restraint. In particular, as we plan new program initiatives, we should properly inquire not only whether such programs will work... whether or not they can be done... but whether whether we really want and need them and what price are we willing to pay to get them.

3. The General Education Program must be adequately funded so that students admitted to the University can fulfill GEP requirements in a timely fashion. Current backlogs in GEP courses will be eliminated over a two year period, beginning in 1988-1989. In order to insure adequate support for the General Education Program, and to provide necessary academic leadership to an educational endeavor which, by its very nature, is always changing, always evolving, I will ask Dean Micarelli to convene a General Education Sub-Committee of the new University Committee on Undergraduate Education. All academic colleges will be represented on this committee, which like its parent body, will be chaired by the Dean of Undergraduate Studies. Among its responsibilities will be the task of exploring ways to integrate the

concerns of the professions into the UCF General Education Program.

4. Each college should explore variable load options so as to enhance opportunities for faculty to work in ways which best utilize their various strengths and talents. In particular, advising responsibilities must be included in the calculation of loads, and credit given to those faculty members who willingly and successfully handle large numbers of advisees. Significant refereed publication on pedagogy and on other issues related to undergraduate education should be recognized as legitimate scholarly activities, irrespective of the faculty member's field of study.

5. Careful attention must be given to planning instructional space in new or renovated facilities on campus. Specifically, I am requesting that one representative of the University Committee on Undergraduate Education serve as liaison to the Office of Academic Affairs to insure effective planning for quality classrooms, studios, teaching laboratories, and faculty offices.

6. Barring the unforeseen, all user fees for instructional support services (except computing time) will be eliminated beginning at the start of the 1988-1989 academic year. Obviously, budgets will be adjusted to compensate for this change in policy. An experiment regarding the use of the "library model" for instructional computing is currently underway in the Department of Computer Science. A decision on how to fund instructional computing will be made when the results of the current experiment are evaluated.

7. The use of adjunct faculty must be carefully monitored, and in no case should the percentage of adjuncts in any given unit be dictated solely by lack of funding for professional lines. Also, the accreditation of various programs at the University cannot be jeopardized by an over-reliance on part-time and temporary personnel. There are instances where the use of adjuncts is desirable, particularly in programs where working professionals bring to our students useful insights from the world beyond the campus. But we should monitor the use of the adjuncts, providing a means of evaluating their performance, reducing their numbers wherever appropriate and financially possible. To insure that this process gets underway as soon as possible, I am asking each dean to review the use of adjuncts in each academic department so that we can determine the full dimension of the problem and deal with it in a systematic and coordinated fashion.

8. Admissions policies and retention standards must continue to reflect our desire to enhance the quality of the undergraduate classroom experience for all UCF students. Certainly, students should be admitted based on an informed assumption as to their potential to succeed as measured by a variety of indices. Additionally, however, honors programs and other initiatives (for example, study abroad programs, cooperative education placements and internships) which provide special educational opportunities for gifted students should be supported to as great an extent as possible. I should point out at this juncture that just last week we received notification from the United States Department of Education that our proposal for expansion of our cooperative education program had been approved and funded in the amount of \$557,000 over the next five years. This will enable us to expand significantly the opportunities our undergraduates will have to test what they are learning in the classroom in job experiences and so make career choices in a truly informed manner.

9. A good test for our concern for high quality undergraduate education can be seen in the way we reward those who serve the undergraduates well. Rewards for good teaching should be substantial and visible. I recognize that the evaluative process by which we assess excellence in teaching is a complicated matter. And I believe that the committee has made a series of excellent recommendations to establish a comprehensive and supportive evaluation process. I will ask the standing Committee on Undergraduate Education to design and work with faculties, chairpersons, and deans to recommend a plan based upon these suggestions. Certainly all academic departments should maintain written criteria and procedures for the annual evaluation of teaching. The timetable for faculty evaluation can be adjusted to a calendar year basis. And a means of resolving differences in opinion about evaluations can be implemented as soon as the adjusted calendar is adopted.

10. A faculty development program should be enlarged to promote good teaching and to enable faculty to design innovative pedagogies. The specific recommendations of the committee (increased funding for sabbaticals, a master-in-field program, consultancies, workshops, etc.) have great merit, but also real costs. I will ask the standing Committee on Undergraduate Education to develop a program budget for 1988-1989. This should occur as part of the regular budget preparation process. Certainly, this will be a high-priority item as new funding requests are considered. There is nothing more important at UCF than superior undergraduate education, and we can hardly afford not to support a reasonable faculty development program designed toward that end.

III. RESEARCH

Research programs which extend the frontiers of knowledge, which contribute to the general good and which, over time, enhance the stature of the University must be supported more broadly. To achieve that end, what we have called our Division of Sponsored Research will be renamed the Office of Research. As someone trained to read and write about literature, I know as well as anyone how much of the research in my field and in others is unsupported by extra-mural funds, but is every bit as valuable as the scientific or technical project funded by six figures of this or that federal agency. I also know that funding does not exist for research and creative activity in non-scientific and technical fields, as we must work as diligently to secure those monies as we pursue the more readily available dollars which support research in science and technology. Toward this end, Vice President Bass has proposed to redirect a portion of the indirect cost income from existing grants and contracts to establish part-time faculty positions in the Office of Research to foster research opportunities for faculty in the arts, the humanities, education, the social sciences and the helping professions. Mike will discuss that matter in detail with the Research Council upon his arrival, solicit their guidance and advice, and implement a program of this sort early in 1988.

Our centers and institutes have brought an exciting new dimension to research development at the University. Opportunities in simulation and training, solar energy, eletro-optics and laser studies, sinkhole research, humanities and arts development, and Canada-Florida linkages has made it possible for us to pioneer research activities which could make us leaders in these important fields. But as a great a value of our centers and institutes is the way they strengthen research and instruc-

(Continued on Page 5)

Welcome Aboard Newcomers!

Andrew "Andy" Pesce

(electrician-technician/FSEC) was born in New York, but grew up in Palm Bay and after serving four years in the Navy and working another four years for a company that made ship instruments, he is back living and working in Brevard County. He lives at Titusville, attends BCC classes at Cocoa to earn an AA in Engineering Technology and wheels out to Port Canaveral for work at the Solar Energy Center. When he is not enroute somewhere he likes jamming on the guitar, camping, water skiing, snow skiing and tinkering at home.

James M. Strickland Jr. (senior clerk/Registrar) last worked for the Lake County Vo-Tech Center. He earned an undergraduate degree in business and management from the University of Maryland and a masters degree of arts in teaching from Rollins College. His home is in Orlando with wife, Patricia and their children, LaTanya, 16, and Cedric, 14. His other interests include the Navy Security Group Reserves, reading, fishing and family outings.

Robert Mongeou (visiting research scholar/ CREOL) worked for Litton Laser Systems after earning AB and MS degrees at Dartmouth College. He has four sons and a daughter. Joseph, Thomas and Peter are grown, Dennis is 18 and Elizabeth 12. He likes skiing, racquetball and scuba. He lives at Longwood.

Donna M. Fitzgerald (fiscal assistant I/Future) worked at Flea World, Sanford. A native of Tallahassee, she attended Broward CC, Tallahassee CC and Lively Vo-Tech. She and husband, Timothy, have a daughter, Melissa, 2. Singing, bowling and dancing are her hobbies.

Jeffrey A. Franks (visiting assistant librarian) was formerly with Michigan State Science Libraries as reference librarian/bibliographer/online search coordinator. He earned his masters in library science at Kent State and his BA at the U. of Akron in his hometown of Akron. His wife's name is Amy, and they live at Orlando. His hobbies run to photography, painting, creative writing and nature study.

Hubert "Hugh" Ivie (director/ Environmental Health and Safety) is a native of Jones, OK, spent 20 years in the Marine Corps, and earned a BS and a MEd in industrial engineering from the University of North Dakota. He served the same university as safety director for the last 14 years. He and wife, Beverly, are building a home in Winter Springs. She has been a federal employee for 21 years and is working at the Orlando Naval Training Center. Their two children, Michael and Michelle, work and live in St. Paul. His hobbies are electronics and bicycling.

Susan M. Strlby (electronic technician II/Brevard Campus) lives at Titusville with husband, David, and son, Jason, 4. She earned an AS degree in bio-medical electronic technology and is working towards a BET at UCF. She worked five years as an electrician in the Air Force and more recently spent two years as a computer and electronic lab assistant at UCF. A native of Columbus, OH, she rates scuba diving and electronics as her favorite hobbies--in that order.

Linda S. Esposito (clerk typist specialist/Instructional Resources) last worked for the Bureau of Weights & Safety in Florida's DOT. Born at Ellsworth AFB, South Dakota, she chooses music and reading for her hobbies.

Michael C. McCarthy (duty officer/ Campus Police) last worked for Martin Marletta. Born in Kansas, he attended St. Clair County Community College and Michigan State University. He likes scuba diving and golf.

Joanne L. Ratliff (assistant professor/Education) was last employed at Cleveland State University. She earned her PhD at Louisiana State and her MEd at Wright State. This native of Northampton, England now lives at Daytona Beach and has two children, Jillian, 11, and Jerritt, 9.

Subir K. Bose (chairman/Physics) earned his PhD at Allahabad University in India. He is a former professor at Southern Illinois U., Carbondale. He and his wife, Shubha, have two children. His interests include music and tennis.

Carmen Lauda Fadem (university physician/Student Health Center) is also the wife of a doctor, Jerold Jr. She earned her degrees at the University of Florida and did her residency in the Tallahassee Memorial Regional Medical Center Family Practice Program. Patient education, preventive medicine and wellness are her special interests.

Haripada Saha (assistant professor/Physics) is a former research scientist at Florida State in the areas of atomic and molecular physics and surface physics. His hobbies include tennis and reading. A native of Calcutta, he earned his degrees at Calcutta University.

Robert E. Snow (community college relations specialist/ Undergraduate Studies) was employed as a counselor at Indian River CC. A native of Middleton, OH, he earned a BSBA and MS in counseling at Shippensburg U. He likes basketball, racquetball, jogging, stereo and electronics and reading war novels.

Daniel R. White (visiting instructor/ Humanities) is a former professor at USF, where he also earned his BA in Humanities, BA in Classics, and MA in Philosophy. He later earned his PhD at FSU. He resides in Clearwater, with his wife Nan, where he enjoys swimming, running, and water-skiing.

Consuelo Stebbins (program director/ Center for Multilingual and Multicultural Studies) taught at Valencia CC. She earned her BA at USF, her MA at Auburn, and her PhD at FSU. She is a Long Island native and now lives in Winter Park with her four children.

Michael Hamid (professor/Electrical Engineering) resides in Maitland with his wife, Khetam, and their four children. He previously taught at the University of Manitoba and earned his BA and MA at McGill University. His PhD was received from the University of Toronto. His hobbies include swimming, running, and chess.

Paul Lester (assistant professor/ Communication) resides in Geneva where he enjoys mandolin playing, running, photography, and computer graphics. He received his BA at the Univ. of Texas and his MA at the Univ. of Minnesota. He is a native of New York but is now enjoying the Florida beaches.

Judy S. Russ (clerk typist specialist/ Physical Plant) is a native of Indiana, PA, who now resides in Orlando with her son William. She spends time in various outdoor sports and bowling. Her hobbies also include photography.

Cindy Benson (visiting instructor/ Political Science) has been at UCF in the past. She received her MA at Ohio Univ. She and her husband, John, live in Orlando with their two children. She is an outdoors woman who likes to camp, swim, and canoe.

(From Page 4)

Faculty Assembly

Fall, 1987

tion in our five academic colleges. And the challenge before those who administer our centers and institutes is to insure that they contribute to the development of UCF as a whole. We are establishing mechanisms to promote strong working relationships between our centers and institutes and our five academic colleges which are central, not peripheral, to their success at the University.

It will require a significant expense of time and energy to realize the objectives I have detailed today. And certainly modifications will occur as informed discussion continues during the weeks and months ahead. But let us commit ourselves today to the following. First, let us work to strengthen our University as a whole. We are, after all, a UNIVERSITY, not a fragmented confederacy of schools and colleges. Of course, it is true that the whole is only as strong as its component parts. At the same time, we know that each part draws from, gains strength from a greater whole. Let us continue to pursue the individual initiative, the private pursuit. But let us also work together to build a stronger whole.

In the management of our academic affairs, let us endeavor to lift up and to encourage, and not to discourage or to despair. Let us go forward presuming we can, not that we cannot. Whatever our private histories, however troubling past reverses, let us approach new challenges convinced of our capacity to succeed, to prosper. UCF is perfectly positioned toward greatness. But greatness won't just occur. It will happen only if we work toward it and make it the standard against which we assess the values of new ideas, new academic initiatives.

Let us be guided by the spirit of open and critical inquiry in the conference room as well as in the classroom. Let us move forward in the pursuit of genuine excellence.



New uniform

Shirley London, custodial worker in Administration, models the bright yellow apron issued to all custodial workers to enhance the professionalism of their work. Superintendent Pat Bryant said the identification and recognition make for improved security. Aprons save workers' clothes and provide large pockets. Key chains inside the pockets make loss of keys less likely.

'87 United Way goal is \$21,000 for UCF family

The '87 United Way campaign gets into full swing on campus this week as coordinators personally contact faculty, administrators and staff in a push to reach and pass the \$21,000 goal.

Money pledged during the campaign ending Oct. 29 will go to United Way of Orange, Seminole and Osceola Counties to pay for the charitable and civic works of 75 agencies. It is possible for donors to designate that their contributions go to specific agencies within United Way.

Dr. W. Rex Brown, UCF campaign chair, announced that Dr. W. Lloyd Fernald (assistant professor/Management) has been named associate chair of the '87 campaign. Mary Alford (assistant to the vice president of Administrative Affairs) serves as assistant chair for the campaign.

Progress of the the campaign is recorded on billboard thermometers that can be read by motorists entering the campus at the Centaurus Drive and University Boulevard. Volunteer workers will meet to report their progress on Oct. 12, 19 and 26, Brown said.

Thanks to you...

it works...

for

ALL
OF US



United Way

Official memoranda

Publication of these memoranda and announcements about University policy and procedure constitutes official notice to faculty and staff.

To: Administrative Council
From: Joyce A. Ciampitt, Associate Vice President,
Administration & Finance
Subject: Building Manager Changes

The following changes should be made in your Building Manager lists:

| Bldg. Name | Bldg. No. | New Bldg. Manager |
|------------|-----------|-------------------|
| Ceba I | #40 | Dr. R. N. Miller |
| Chemistry | #05 | Dr. Brooks Madsen |

To: University Departments
From: Nettie Stout
Office Supply Store
Subject: Special Sale

The Supply Store has purchased a close-out special of Smead pocket files, expanding files, and desktop "tickler" files. We are happy to pass this 10 percent savings on to you while the quantities last.

We have also reduced the price of "Sure-Write" electronic stencils to \$35 per hundred while the quantities last.

Please stop by to see us--check out our new merchandise, look over some of our new catalogs and give us your suggestions for items you would like to see us stock.

We will continue to seek the best quality merchandise at the best price. If you have a special need or problem please call me at x2405. I will be glad to Special Order merchandise for you or quote you a price.

To: UCF Community
From: Dr. Karl-Heinrich Barsch
Subject: Committee on Student Affairs

This is to inform students, faculty and staff that there exists now a Committee on Student Affairs appointed by the Faculty Senate. The term "student affairs" includes such diverse aspects of student life as registration, student housing, student health services and services to international students. Students, faculty and staff who wish to share their concerns, perceptions and ideas about any of these matters are invited to do so between now and Nov. 15 by contacting any member of the Student Affairs Committee. The members are:

Prof. Karl-Heinrich Barsch (Foreign Languages) x2466.
Prof. Ida Cook (Sociology & Anthropology) x2227.
Prof. Sharon Douglas (Cardiopulmonary Sciences) x2214.
Prof. Linda Malone (Statistics) x2289.
Prof. William Swart (Industrial Engineering & Management Systems) x2204.

Since the committee would like to assess the University's

strengths as well as its weaknesses in these areas, it hopes to solicit positive as well as negative comments.

To: UCF Community
From: Pat T. Thompson
Finance & Accounting
Subject: Invoice & Voucher Processing

Effective Monday, Oct. 5, 1987, the following changes occurred in the Accounts Payable Section in order to facilitate Invoice & Voucher Processing:

1. The alphabet by vendors was redistributed on the purchase order processing desks as follows:
A-E Phyllis Arnow (No change)
F-O Erma Coleman
P-Z Debra Wyatt

2. All purchase order contracts will be handled by our Invoice Processing Supervisor, Randolph Foster.

To: Deans, Associate Vice Presidents, Chairs
From: Dr. George F. Schrader
Acting Associate Vice President for Research
Subject: Revised Contract and Grant Fringe Benefit Rates

Effective immediately fringe benefits on all grant proposals awarded should provide the following rates:

Salaried Personnel 23.57%
Teaching & Research * 1.51%
Graduate & Student Assistants .04%

*Exclude consultants and independent contractors in the business of offering service on a contract basis for a set period.

To: All Faculty
From: Dr. George F. Schrader
Acting Associate Vice President for Sponsored Research
Subject: Reprint and Publication Charges

The Division of Sponsored Research has provided \$1,000 to be used for journal submission publication and reprint charges for faculty. The following guidelines should be followed when submitting requests: priority will be given to publication or page charges for national or international peer reviewed journals for up to 50% of the charge to a maximum of \$200; second priority will be given to reprint or reimbursement for submission fees up to a \$50 limit. Application forms are available in the Division of Sponsored Research. Deadline for submission for application is Oct. 30, 1987.



United Way team of solicitors

These assistant coordinators gathered for the president's annual message of encouragement at the outset of the 1987 United Way campaign on campus. This year the dollar goal in pledges is \$21,000 while

workers accept the challenge to increase the percentage of employees who support community works through the United Way of Central Florida.

UCF's graduate program

Communicative Disorders earns national accreditation

In a move that has been described as "joining the big leagues," the graduate degree program in communicative disorders at UCF has received national accreditation in speech-language pathology and audiology.

The action by the Educational Standards Board of the American Speech-Language-Hearing Association is of particular significance to a program that has served the Central Florida community for more than a decade with academic and clinical know-how.

"This is added assurance to the community and students that graduate education in these two areas meets high national quality standards," said Dr. David Ratusnik, department chairman. Only 60 percent of graduate communicative disorder programs in both audiology and speech-language pathology in the U.S. have earned accreditation, he noted.

The recognition awarded the program verifies conformance with the mission of the College of Health, according to Dean Ronald Gerugthy. "Communicative Disorders is performing an outstanding service to the Central Florida area," he declared.

Speech-language pathology concerns the identification, evaluation and treatment of disorders of articulation, language, fluency and voice. Audiology is the science that deals with hearing, hearing problems and solutions to those problems.

On many occasions, audiologists and speech pathologists work together in one of the settings where most professionals are found: schools, hospitals, clinics, rehabilitation agencies and physicians' offices.

Last year, there were 1,600 client contacts at the communicative disorders clinic on the UCF campus. Here, members of the community may take advantage of state-of-the-art evaluation and therapies by faculty and students on a fee-for-service basis. Fees are waived when a client's disorder is such that faculty believe that having the client on campus can enhance student training, said Ratusnik.

The UCF clinic also sees numerous indigents in periodic screenings for hearing ability, and for the past two years has conducted similar no-cost screenings for 7th graders in the Orange County schools. It has been called upon to assist the Naval Training Center and Naval Training Systems Center with audiology and

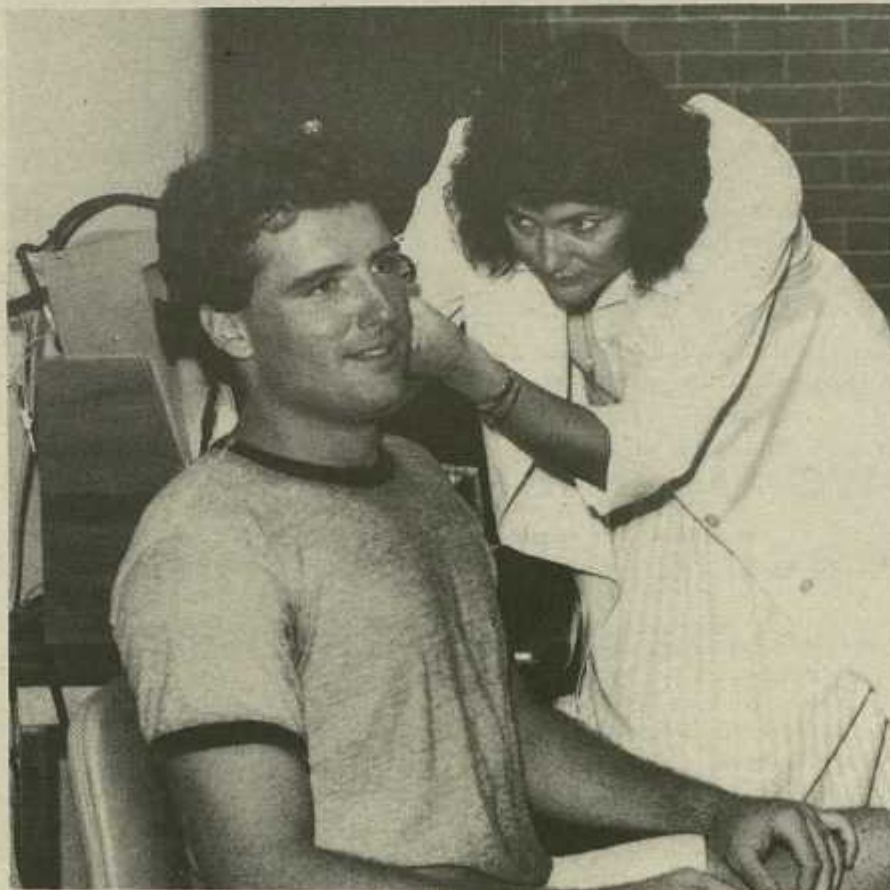
speech-language cases, and has even conducted an informal sound survey for the Florida Symphony Orchestra.

One of the more unusual cases was when Dr. Harold Utt, a member of the faculty, was called to testify as an expert witness in a barking dog trial, when the decibel level created by the noise was a key issue.

Accreditation is frosting on the cake for faculty and students in the department. The 30 students now in the graduate program can look forward to even wider recognition in a rapidly growing profession. A shortage of qualified professionals has created a job market in which graduates are able to pick and choose, said Ratusnik. "There is a tremendous shortage of speech pathologists in schools, for example," he said. The majority of UCF-trained professionals are working in that specialty. The entire communicative disorders staff at Orlando Regional Medical Center are UCF grads, though area schools and clinics claim a lion's share of graduates, he said.

Ratusnik noted that about three-quarters of each undergraduate class go straight into graduate study, many of them while working part-time as audiologists or speech pathologists. As a result, most graduate classes are held in late afternoon or early evening as an accommodation to students.

A large part of the accreditation process is devoted to assurance that a program fits into the professional community in a productive fashion, said Ratusnik. "We certainly fill the bill on that account, and will continue to serve the best way we know, with a quality program for quality graduates."



BASEBALL TEAM MEMBER UNDERGOES HEARING TEST
...Brian Shaughnessy examined by Michele James-Trychel, adjunct



Sharon E. Douglass (interim chair/Cardiopulmonary Sciences) spoke at the Middle Level Summer Conference of the Orange County Public Schools on a subject titled, "Frogs Into Princes-Neuro-Linguistic Programming: Brain Based Communication".

Gary Wolf (professor/Music) presented a solo piano recital at the opening meeting of the Orlando Music Club, held in the Community United Methodist Church, Casselberry, on Sept. 11.

Chang C. Lee (Library) has been elected as the vice president/president elect of the Chinese American Librarians Association, an affiliate of the American Library Association, for 1987-88.

James Koevenig (Biological Sciences) won the Talens Award in American Artist Magazine's Golden Anniversary National Art Competition. He also won a merit award in the 11th annual exhibition of the Midwest Watercolor Society, an award of merit at the Maitland Art Center 1987 Members Juried Exhibition, and was elected to Signature Status in the Midwest Watercolor Society.

Robert Harman (Counseling and Testing) had an invited article, "Gestalt Therapy Without Techniques", appear in the special 10th anniversary issue of The Gestalt Journal this summer.

Lokenath Debnath (Math chair) was selected to serve as advisor of the International Centre for Theoretical Physics at Trieste, Italy. The main job is to evaluate research grant proposals and to evaluate applications for selection of research fellows to advise concerning organizers and/or speakers for conferences at the Centre.

Gary Richardson (associate professor/Math) attended the International Conference on Generalized Functions, Convergence Structures and the Applications in Dubrovnik, Yugoslavia, in June with a lecture on Cauchy Completion Categories. He delivered two lectures on Convergence Spaces at the University of Thessalonika, Greece, on the same trip.

Michael Taylor (associate professor/Math) attended the International Conference on Functional Equations in Hamburg, Germany, in August, with a lecture on Doubly Stochastic Measures with Applications.

Burton Wright (professor emeritus Sociology/Anthropology) directed the honors program at the national meeting of the American Sociological Association in Chicago. There were 45 students from the U.S. and Canada. Wright was honored with a commendation and plaque for his four years of service on the ASA membership committee.

Moshe Pelli (director/Judaic Studies) presented a lecture on Samuel Romanelli's travelogue (published in 1792) at a convention of members of Hebrew Language and Culture Association of America, meeting in upstate New York.

Bernard J. Jensen (Psychology) published an article entitled "Readability Assessment of Questionnaires Frequently Used in Sex and Marital Therapy", in the Summer 1987 issue of the Journal of Sex and Marital Therapy. Jensen has also had an article entitled "Psychometric Evaluation of the Dating Anxiety Survey", accepted for publication in the Journal of Psychopathology and Behavioral Assessment.

Edward K. Suh (Social Work) presented "Life Adjustment Problems Among Adopted Korean Children" at the 12th National Conference of Adoptable Children at Grenlefe, FL, Aug. 6-7.

David Jones (associate professor/Anthropology) has received a Fullbright Award to join the American studies lecturing program in Japan and will begin lecturing at Kyushu University and Seinan University in late spring. Dr. Jones is the author of "Sanapia: Comanche Medicine Woman and Visions of Time" and is a student of Far Eastern cultures.

Power regulation topic for engineers

Florida section of the American Society of Mechanical Engineers will hear Dr. Will Comtois, Westinghouse Electric Corp., Pittsburgh, speak on "Regulation of Future Power Plant Projects" at the next monthly meeting.

The dinner meeting will be held at the Westinghouse Generation Technology Systems Division at 7 p.m. on Thursday, Oct. 22. The public is invited to attend.

Reservations may be made until Oct. 19 for the \$11 per person dinner by calling the UCF Mechanical Engineering Department, x2416.

Roney to promote ballet appearance

Louis Roney, UCF associate professor of voice and artist-in-residence, has been engaged as a promotional consultant for the Nov. 8 performance of the Monte Carlo Ballet.

The Monte Carlo Ballet is expected to draw some 3500 people to a benefit performance in behalf of the Wolfson Children's Hospital in Jacksonville.

"I feel a special affinity for the dancers from Monte Carlo because of my own singing appearances in the Monte Carlo Opera House. I hope my many friends in the Orlando area will join me in attending the Jacksonville show," he said.

'88 IS HERE

Nettie Stout, property administrator, says 1988 calendar refills are now available at the Office Supply Store.

Knight-Rattler travel packages offered to fans

UCF football fans who plan on attending the Nov. 14 game in Tallahassee, when the Knights face the Florida A&M Rattlers, are invited to sign on for either of two weekend transportation and lodging packages being offered through the Office of Minority Student Services.

In each case, the trek to Tallahassee will begin on Friday, Nov. 13, with return Sunday afternoon.

The cost for the stay at the Holiday Inn is \$129 per person based on double occupancy. The package includes a reception Friday evening at the hotel, taxes, tips and game tickets. The rate for children 11 and under is \$47 with two full-fare paying adults.

The second package goes for \$89 per person based on quad occupancy at the Econo-Lodge. Taxes, tips and game tickets are included.

For additional information on either of the football packages, call Bob Belle at x2716.



Wednesday, October 14

Carved Pork
Liver N Onions
Stuffed Peppers

Thursday, October 15

Lasagna
Broccoli Quiche
Beef Turnover

Friday, October 16

Baked Cod Filets
Baked Ziti
Carved Roast Turkey

Monday, October 19

Carved Roast Beef
Stuffed Shells
Meat Loaf

Tuesday, October 20

Carved Baked Ham
Chicken w/Rice
Sheppard Pie

Wednesday, October 21

Carved Roast Pork
Veal Parmesan
Knockworst & Kraut

COMMENCEMENT

Commencement ceremonies for the fall semester will take place on Monday, Dec. 14.

C. Barth Engert, coordinator, said the schedule calls for the Colleges of Arts & Sciences, Education, Health and Liberal Studies Program to have their degree-awarding ceremony at 10 a.m.

The Colleges of Business Administration and Engineering will assemble in the gymnasium for a ceremony at 2 p.m.

The UCF Report

The UCF Report is the University of Central Florida's official publication, whose purpose is to inform the University community through announcements, official memoranda and items of general interest. Publication and announcements and official memoranda about University policy and procedures in The UCF Report constitutes official notice to faculty and staff. The UCF Report is a biweekly publication, printed at a cost of \$199.72 per issue, or 6.7 cents per copy, paid for by the Office of Public Affairs, ADM 395-J, x2504.

Copy submitted on or before Thursday noon of the week before publication receives handling and space priority. Copy is accepted after this deadline but is subject to editing or delay until the succeeding publication date.

Editor: Don Rider
Photographer: David Bittle
Typographer: Kim DeVogel



UCF GRADS CATHY RICKELMAN AND KERRY GILRANE
...to spend this year in France teaching English in high schools

Two UCF language grads teach English to French

Those long hours with nouns and verbs are paying off for two recent UCF graduates who are spending this school year teaching English in French high schools.

For Kerry Gilrane and Cathy Rickelman, both 23, the adventure began in late September, when they started their assignments as exchange teachers in Versailles and Strasbourg. From then until next May, the two will be splitting their time between their respective high school chores and graduate college courses.

In return, France has sent Franck Pochic, 26, to teach two elementary French language and civilization courses at UCF during the same period. Pochic, who holds a master's degree, is living in a UCF dormitory during his stay.

The switch marks the first time UCF has been involved in an exchange of language teachers. Dr. Armando Payas, chairman of foreign languages, who recommended the two women to the French Embassy, hopes it is not the last. "We have many other programs where such an exchange would be equally beneficial."

Both Kerry and Cathy have been to Europe previously; Kerry with the summer UCF "immersion" program in French, and Cathy as an AFS exchange student in Belgium.

For their teaching chores, each will be paid the equivalent of \$700

monthly --in francs. The time frame will permit them to polish their French, do some traveling, and think about the future.

Cathy, who holds bachelor's degrees in French and computer science from UCF, wants to combine the two, perhaps in international business. Kerry, with majors in French and English, leans toward working with children as a linguistics teacher.

Kerry is the daughter of Richard and Charlotte Gilrane of the Pine Hills suburb of Orlando. Cathy is the daughter of John and Donna Rickelman of Winter Park.

WINS PRIZE

Thomas L. Martin, assistant professor of Economics, has been awarded the 1986-87 Henry George prize by St. John's University.

The \$1,000 prize is given yearly for outstanding papers in the field of the history of economic thought concerning the work of Henry George (1839-1897). He was the American economist best known for his support of the single tax on increases in land values.

Dr. Martin's paper, "Protection or Free Trade: An Analysis of the Ideas of Henry George on Trade and Wages", compares the thought of George on import tariff and the welfare of labor with the ideas that emerged in the twentieth century.

Classified

This is a free service
to fulltime UCF employees

FOR SALE

Mercedes, 1978- 240D. \$4,500. Call x5454 or 365-8101 after 6 p.m.

Hyundai, 1987 Excel-SE, 5 speed- A/C- AM/FM Stereo cassette- 2 dr. hatchback- great gas mileage, like new \$10,500. Call 699-0333 evenings.

Bikes and Household Items, 26" 3- speed bikes (\$20)/ wood-grain dinette table (\$35) and monaughahide chairs, glassware, kitchen appliances, microwave oven (\$50), deck chairs, gas grill, electric lawn edger, glass patio table, stereo, toys & games, solid maple chest of drawers. Call 679-6708.

Home, Oviedo, 4/2 2,450 sq.ft. quality built professional home on wooded lot in Mead Manor. Vaulted ceilings. Solarium-dbl. vanity in lg. master, eat in kitchen, utility room \$119,500. Call Ken x2606 or 679-5551.

Lot, North Carolina, Cashiers/Highlands area, .72 acre beautiful lakeview and access to 9 mile Lake Glenville, 3600 ft. elev., paved road and water. Tater Knob Estates, \$34,800. Call Ken x2606 or 679-5551.

VW Beetle, 1971- good motor and tires- \$500. 644-5057.

FOR RENT

Condo, large 2br/2bath, Lake Howell access, pool, tennis courts, fans, patio. \$475 mo. Available early November. Call Lynda x2359 or 658-0853.

Condo, Crystal River, fully equipped, sleeps four, pool and canal access to the Gulf. Call x2212 or 855-6527 evenings.

House, Clean responsible person wanted to share four bedroom house with pool and fireplace - female preferred, \$230. Call 658-1837.

FREE

Dog, small (40lbs) 10 mos. old black female Labrador. Recent shots, tags and wormed. Housebroken, playful and very loving. Prefer fenced yard. Excellent child's dog or obedience prospect. Contact: Chic Kelly x2455 or 365-7156.

New center gives foreign students intensive help

Fifteen international students from such diverse nations as Spain and Japan are enrolled in the the new Center for Multilingual/Multicultural Studies at UCF.

The center, established at UCF to provide instruction for foreign students and area businesses, offers an intensive English as a second language program which combines classroom sessions in skill areas with computer-aided courses.

The program is designed to prepare international students for academic coursework at the university level. Student(F-I) visas are extended to qualified applicants.

In addition to the English program the center offers short term courses in accent reduction, TOEFL(Test of English as a Foreign Language) preparation, protocol, and conversational foreign language study. Dr.Consuelo Stebbins is in charge.

The diamond cannot be polished without friction, nor the man perfected without trials.

Chinese Proverb

Ill customs and bad advice are seldom forgotten.

Benjamin Franklin

OFFICIAL To Spotlight the UCF BALLOT Employee of the Month

I nominate _____
to be UCF SPOTLIGHT EMPLOYEE OF THE MONTH. (Nominee must have been a University Support Personnel Service employee for at least one year.) Any employee, including faculty and A&P, may nominate a candidate on basis of job performance, dependability, attitude, etc. A name submitted remains in the pool of eligible candidates until the end of the calendar year.

Reasons for your choice: _____

Signed: _____

Cut out ballot and return to Kay Harward, Physical Plant, Rm 123.
(MARK ENVELOPE "Confidential")